

TOP MANAGEMENT TEAMS & BUSINESS ELITES

Track Chairs:

Sibel Yamak

Department of Management
Galatasaray University, Istanbul (Turkey)
Email: sibelyamak@gmail.com

Sabina Nielsen

Department of International Economics and Management
Copenhagen Business School (Denmark) & University of Technology Sydney (Australia)
Email: sta.int@cbs.dk

Alejandro Escribá-Esteve

Department of Management "Juan José Renau Piqueras"
University of Valencia (Spain)
E-mail: alejandro.escriba@uv.es

Alessandro Minichilli

Department of Management & Technology
Bocconi University, Milan (Italy)
E-mail: alessandro.minichilli@unibocconi.it

Organisational Coordinator:

Alessandro Minichilli

Department of Management & Technology
Bocconi University, Milan (Italy)
E-mail: alessandro.minichilli@unibocconi.it
Tel. +39 347 7741498

Abstract:

Business elites and top management teams (TMTs) are among the most influential actors at both firm and society level. Previous research on TMTs and business elites has consistently tried to establish relationships between corporate actors and corporate financial performance, or other firm-level outcomes such as corporate strategic choices. This popular area of research has been thoroughly informed by upper-echelon theory (Hambrick and Mason, 1984), which has accumulated from a variety of management disciplines. At the heart of this research is the extent to which top managers exert a significant influence on firm outcomes, and which of the leaders' characteristics are the most promising to predict this influence. Scholars have focused their attention on corporate leaders at various levels, including individual executives (CEOs), top management teams (TMTs), and other business elites. Despite the large amount of existing research, its results are pronouncedly mixed in their conclusions, and upper echelons research is still plenty of opportunities for further development.

Adding to our experience on previous EURAM Conferences, this track aims to build a platform for discussion of issues related to different aspects of upper echelons at micro and macro levels. Specifically, we seek to encourage discussion regarding the antecedents, processes, dynamics, intervening mechanisms and consequences of the formation, composition and behavior of top management teams and business elites. We welcome papers investigating:

- Effects and antecedents of TMT and Business Elites characteristics, including demographic, personal, psychological, motivational and cognitive bases,
- Dynamics and behavior of upper echelons, considering antecedents and effects of changes, executive turnover, selection, formation and succession processes,
- Interactions of top leaders and other executives and stakeholders, including power and influence relationships, as well as collaborative, complementary or supplementary roles,
- Multilevel perspectives considering how individual level mechanisms are transferred to the team level of analysis, or how team level mechanisms help to explain the way that individual characteristics lead to higher level outcomes.

We are particularly interested in understanding the mechanisms behind the antecedents and outcomes of business elites and TMTs from a multidisciplinary point of view, combining a variety of theoretical and methodological perspectives. In this sense, we encourage submissions of innovative papers from a variety of areas (strategy, entrepreneurship, organization behavior, sociology, psychology...) that develop new concepts and theories, with conceptual, quantitative or qualitative approaches.

Keywords: Business elites, top management teams, upper echelons, CEO